

# SELFMANAGEMENT

GROUP

SELECT | DEVELOP | RETAIN | TOP PERFORMERS

## CORPORATE CAREER MANAGEMENT STRATEGY:

### PUTTING SCIENCE IN CAREER PATHING, SUCCESSION PLANNING AND RETENTION

Toronto, Ont. - March, 3rd/ 04 - The Self-Management Group, a leader in the screening, selection, development and retention of top performers for 25 years; announces an integrated strategy to enhance both corporate career pathing and succession planning while improving retention.

We have been a leader in selection systems that fit people to the right career and cultures for over 25 years. During that time, we have learned a few things about what makes people successful and how to help them take advantage of their success. We are now making that knowledge available to organizations which are career focused and committed to human capital management.

Self-management is the most universal competency of all successful people. We have also learned that one of the most powerful ways to retain self managers is to give them the tools to manage their own careers. Recent research has shown that individuals who take an active interest in managing their own careers are approximately twice as likely to be promoted within their organization.

The Self Management Group has developed, implemented and enhanced its Corporate Career Management system so that farsighted HR leaders are able to provide their organizations with the tools that will help them attract, promote and retain the right people.

### CAREERMANAGEMENTPRO™

The CareerManagementPro (CMP) profile is an on-line system to help employees clarify and re-define career goals as they grow personally. The CMP helps each individual gain self knowledge by assessing their traits and attitudes. These are used to create career positioning factors which match the person to his/her existing career path and provides them with mapping to all other career paths within the organization.

The CMP provides personalized career self management, self coaching and interactive feedback that sends a message to employees that the organization is interested in the individual's growth. It allows the self-manager to develop a career plan which focuses on his/her strengths and helps the individual to leverage those strengths while addressing relevant growth opportunities and managing a personalized career development plan within the company. In our experience, the CMP handles the vast majority of career management issues without outside coaching but it also provides career coaching reports as they are needed. This makes it the ideal tool for the HR professional.



**for immediate release**

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Our clients are using the Self Management Group's Career Management services to make sure that they are attracting career oriented people and retaining them. They are also making sure that these 'right people' are getting the opportunity to develop and grow with the company that has invested so much in them!

## AN ENTERPRISE SOLUTION

The Self Management Group Career Management system provides the career company with the analyses that are necessary to create a succession plan, successful career pathing and even future selection models based on success within the organization.

## JOB PROFILING AND CAREER MAPPING

Career path descriptions provide employees with an overview of any and all career paths in the organization's job library. These descriptions are listed by career path within various job families and are available to users of the system via hyperlinks.

## CAREER INTEREST PROFILE (CIP)

The Career Interest Profile (CIP) is an optional complement to the CMP. It is designed to evaluate the various things that an individual is interested in and enjoys doing. The CIP also asks the individual to evaluate his/her competency level in a variety of activities. By combining these interests, preferred activities and competencies, the CIP is able to provide additional assistance in matching the individual to corporate career opportunities.

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## ABOUT THE SELF-MANAGEMENT GROUP:

The Self-Management Group helps organizations attract, screen, select, develop, and retain self-managed, top performers. 25 years of research have helped us pinpoint the factors that lead to performance. SMG services are available around the world in 23 languages. For more information about this program and Self-Management Group products and services go to [www.self-management.com](http://www.self-management.com) or call 1-800-760-9066 Ex 223 and ask for Jay Kipps